

## **Forced Labour and Child Labour in Supply Chains Report** **for the year ended December 31, 2024**

This Report is made by Goodyear Canada Inc. pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). The Report covers the activities of Goodyear Canada Inc. ("Goodyear Canada") for the calendar year ended December 31, 2024.

The Report includes steps Goodyear Canada has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by Goodyear Canada or of goods imported into Canada by Goodyear Canada.

As it has direct relevance to our structure, operations, and supply chain, this statement also includes information more generally related to the activities of the global Goodyear group of companies (collectively, "Goodyear"), which applies to Goodyear as a whole.

### **STRUCTURE, ACTIVITIES AND SUPPLY CHAINS**

#### **Goodyear's Global Business and Supply Chains**

Goodyear is one of the world's largest tire companies. Goodyear develops, manufactures, markets, and distributes tires, and manufactures and markets rubber-related chemicals for various uses. It manufactures its products in 53 manufacturing facilities in 20 countries. It employs approximately 68,000 people worldwide. Its two Innovation Centers in Akron, Ohio and Colmar-Berg, Luxembourg strive to develop state-of-the-art products and services that set the technology and performance standard for the industry. For more information about Goodyear and its products, please see [www.goodyear.com/corporate](http://www.goodyear.com/corporate).

Goodyear's end-to-end supply chain is comprised of suppliers located throughout the world that provide a wide range of products and services related to the development, manufacturing, marketing, and distribution of tires for most applications.

#### **Goodyear Canada**

Goodyear Canada is an Ontario corporation with headquarters in Toronto, Ontario. Goodyear Canada's ultimate parent company is The Goodyear Tire & Rubber Company. Goodyear Canada Inc. is primarily engaged in the manufacturing and sale of tires for light-duty vehicles, producing over 8 million tires per year at the two plants located in Alberta and Ontario. Goodyear Canada Inc. distributes its products through multiple channels including to the parent company, and direct to original equipment manufacturers, distributors, retailers, as well as to commercial truck fleets.

## **POLICIES AND DUE DILIGENCE PROCESSES**

### **Global Policies**

Goodyear's Global Human Rights Policy applies to the company's operations and affiliates worldwide, including Goodyear Canada, and is part of its commitment to ethical and socially responsible business practices. As stated in the <https://corporate.goodyear.com/en-US/about/mission/human-rights-policy.html> Global Human Rights [Policy](#), Goodyear is committed to the following principles:

- Maintaining an inclusive workplace free of unlawful harassment and discrimination;
- Voluntary employment and the prohibition of all forms of compulsory labour and human trafficking;
- Prohibiting the exploitation of children, including child labour;
- Recognizing and respecting the right of associates to join organizations (such as unions) of their choosing, or to refrain from joining organizations;
- Complying with all applicable labour laws and regulations, including those related to wages and hours worked; and
- Providing a safe and secure workplace.

All Goodyear associates, including Goodyear Canada associates, must adhere to the [Goodyear Business Conduct Manual](#), which incorporates Goodyear's policies relating to global human rights and provides for disciplinary action in the event of violations.

Further, Goodyear strives to do business with reputable suppliers committed to Goodyear's ethical standards and business practices, including in relation to modern slavery and human trafficking. Goodyear's Supplier Code of Conduct contains provisions regarding human rights and other workplace issues, as well as the right of Goodyear to perform human trafficking and slavery audits. Goodyear requires certain raw material suppliers to certify to Goodyear's Supplier Code of Conduct or provide their own code of conduct that Goodyear must review and accept. Goodyear may decline to make future purchases from a supplier that does not certify to the Goodyear Supplier Code of Conduct or does not provide an acceptable version of its own code of conduct. In addition to the principles set forth in the Supplier Code of Conduct, Goodyear expects its suppliers to comply with the standards set out in Goodyear's Natural Rubber Procurement Policy and Soybean Oil Procurement Policy. Additional policies across Goodyear's value chain also address human rights, including the Retention of Identity Documents Policy, and Responsible Recruiting Policy. Supporting compliance with these policies and standards are various Goodyear due diligence processes, including vendor management programs and grievance and remedy mechanisms, like the [Goodyear Integrity Hotline](#).

### **Supply Chain Due Diligence**

#### *Risk Assessment*

Goodyear performs an assessment of the materials and countries of origin in its raw material supply chain to determine which materials come from countries or industries that have a higher

risk of having been produced by forced labour, child labour or both, in violation of international standards.

Within the tire industry, the production of natural rubber, particularly in Southeast Asia, poses the highest risk of child or forced labour. Through our Natural Rubber Procurement Policy, we are committed to supporting socially responsible projects in the communities that support our supply chain.

Goodyear's Business Continuity and Procurement teams annually conduct an all-category and commodity risk assessment that identifies top raw material supplier risks across our global supply chain. This annual survey considers a wide range of factors, including: procurement spend and volume; supply or supplier alternatives; geographic spend; geopolitical concerns; and emerging laws and regulations. Goodyear reserves the right to request information or access suppliers' facilities at any time to confirm compliance, including, and especially as it relates to, human trafficking and modern slavery. In the event of violations, our Procurement team pursues appropriate responses, which may include working with suppliers to create corrective action plans or, in appropriate cases, terminating the relationship. Goodyear includes audit and corrective action results in our sourcing strategy discussions.

#### *Supplier Audits*

Goodyear performs periodic supplier audits on an ongoing basis for validation of material quality and supplier compliance with certain regulatory requirements. All suppliers that certify to the [Goodyear Supplier Code of Conduct](#) may be subject to human trafficking and slavery audits.

Goodyear's Business Continuity and Procurement teams annually conduct an all-category and commodity risk assessment that identifies top raw material supplier risks across our global supply chain.

## **RISK MITIGATION MEASURES**

Goodyear's risk mitigation measures are periodically reviewed to ensure that they are focused on risks identified through risk assessment and due diligence processes. In the past reporting year, for example, Goodyear has taken steps to enhance our global policy framework in relation to human rights risks as well as our human rights due diligence processes for our direct operations and supply chains.

Goodyear completes annual assessments for selected suppliers at the corporate level. Goodyear will report on our most recent supplier assessments in the 2024 Corporate Responsibility report, which will be published at:

<https://corporate.goodyear.com/us/en/commitments.html>. Through the assessment process, covered suppliers are required to provide information on policies and programs pertaining to, but not limited to: human rights; employee training; environmental, health and safety; chemical management; hazardous material controls; and waste management. These survey results help

position us to take effective action as we determine supply chain opportunities and strategies, as well as to create and implement action and improvement plans when appropriate.

Appropriate action will be taken where violations of Goodyear Policy, including policies regarding forced labour or child labour, are identified and may include steps to remedy adverse impacts on individuals, discipline of associates, or other steps.

Goodyear is a founding member of the [Global Platform for Sustainable Natural Rubber \(GPSNR\)](#), and a gold-level donor within the GPSNR Capacity-Building working group, which has launched multiple projects that support the livelihoods of smallholders.

## REMEDIATION

Goodyear has not encountered instances of forced labour or child labour in its own operations or those of its direct suppliers.

## EMPLOYEE TRAINING

Employees of Goodyear who are directly responsible for suppliers receive training on forced labour, child labour, and human trafficking risks. All Procurement, Law, Human Resources and Internal Audit associates globally (including those employed by Goodyear Canada) are provided annual training on human rights.

All Goodyear associates are required to report any actual, suspected, or potential misconduct to management or through the Goodyear's [Integrity Hotline](#). Available 24 hours a day, 7 days a week from anywhere in the world via toll-free telephone or our dedicated website, our Integrity Hotline allows associates and third parties to report a concern or ask a question, including anonymously (where allowed by law).

## MEASURING EFFECTIVENESS

Goodyear measures the effectiveness of its compliance program and progress over time through a number of key performance indicators (KPIs). Details can be found in Goodyear's [Corporate Responsibility Report](#).

This report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Goodyear Canada Inc.

I have the authority to bind Goodyear Canada Inc.

Signature:  Signed by:  
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Name: S. Mark Pillow

Title: President  
Date: 5/29/2025